

Dear Bargaining Unit Faculty:

In the tradition of new year reflections, we would like to take this opportunity to look back on our accomplishments in 2022 and look forward to those we hope to achieve in 2023.

In the spring, summer, and early fall of last year, we geared up for bargaining. We created and distributed an extensive faculty survey about bargaining concerns, elected a bargaining team, and began to assemble research to support our likely bargaining proposals and responses. We retained the services of an expert in the economics of higher education to [report on UD’s financial health](https://aaupud.org/wp-content/uploads/2022/11/Report-for-Delaware.pdf), and we invited him to share his results with faculty members on campus. Two of our bargaining team members attended the biennial AAUP conference in metro Washington, D.C., where they gathered information about the best ways to protect and enhance faculty rights and compensation in contract negotiations. To protect the privacy of our bargaining and other materials, we moved all our documents and correspondence off UD servers and onto cloud-based platforms paid for by the chapter (this was absolutely necessary after the university chose to wrongly suspend UD email access of an AAUP-UD officer and search their files). Our first two bargaining sessions occurred in November, and our third in December.

In addition to preparing for and beginning the bargaining process, we continued to handle grievances and contract violations as they arose. We provided input on the composition of administrative search committees and successfully lobbied for the inclusion of our Contract Maintenance Officer on several. Alongside members of the Faculty Senate Executive Committee, many of our Executive Council members met with the candidates for the provost position and offered our input on them to the search committee; once the new provost was selected and arrived on campus, we began to meet with her regularly to establish what we hope will be a strong working relationship. We also met with representatives from the national AAUP to discuss the planned affiliation with the American Federation of Teachers, and we received assurances that any affiliation would maintain each AAUP chapter’s autonomy. Once this affiliation was approved by the vote of national AAUP delegates, we announced the affiliation to our AAUP-UD members and explained the [benefits and discounts](https://www.aft.org/member-benefits) to which they are now entitled.

So, what comes next? Most importantly, we are entering the phase of bargaining in which the most substantive items—such as salary and compensation—will be discussed and ultimately determined. Our six bargaining team members, one of whom is a labor attorney, are all committed to negotiating the best possible contract for bargaining unit members. To support their efforts, the 27 members of our Steering Committee discuss, amend, and approve proposals, and our 52 Department Representatives are also invited to offer their opinions at Steering Committee meetings. All of these people are listed on our [website](https://aaupud.org/index.php/people/).

The AAUP-UD, then, has many people working directly on behalf of bargaining unit faculty. We also have the support of the 778 AAUP-UD members, whose chapter membership gives us the dues needed to support all our activities along with the credibility to influence the administration. As one of our most immediate goals, we would like to increase the number of UD chapter members so that we can increase our ability to secure a favorable contract in the coming months. The greater our membership, the greater our influence. If you are not yet a member, please help us to help you by clicking [here](https://docs.google.com/document/d/1Sz-0iZOE89wBvuDQEMfh7HN8QJJj7e4Yje97auUJLUk/edit?usp=sharing) and joining today. New members do not pay any dues until next September.

If you have any questions, please feel free to contact us at admin@aaupud.org. We wish you and your families the best in 2023.

Sincerely,



Deni S. Galileo

President, AAUP-UD